



GRAINGER & WORRALL

Gender Pay Gap Report 2024



Gender Pay Gap Reporting

At Grainger and Worrall, we are committed to fairness, equality and transparency in the workplace.

Reporting on the gender pay gap is not just a legal requirement, but a vital step in understanding where potential disparities exist and how we can work to close them.

By analysing our data, we can identify areas for improvement, implement meaningful change and ensure that all employees are rewarded fairly for their contributions. This report reflects our dedication to creating an inclusive and equitable workplace for everyone.

Grainger and Worrall Limited is required by the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 to publish statutory calculations every year showing how large our pay gap is between our male and female employees.

Our Values

Our values define our organisation. They guide us in our commitment to fairness, inclusion and equality in everything we do.

Our policies and procedures ensure that decisions are made on merit, and we encourage personal development by promoting a positive and receptive work environment.

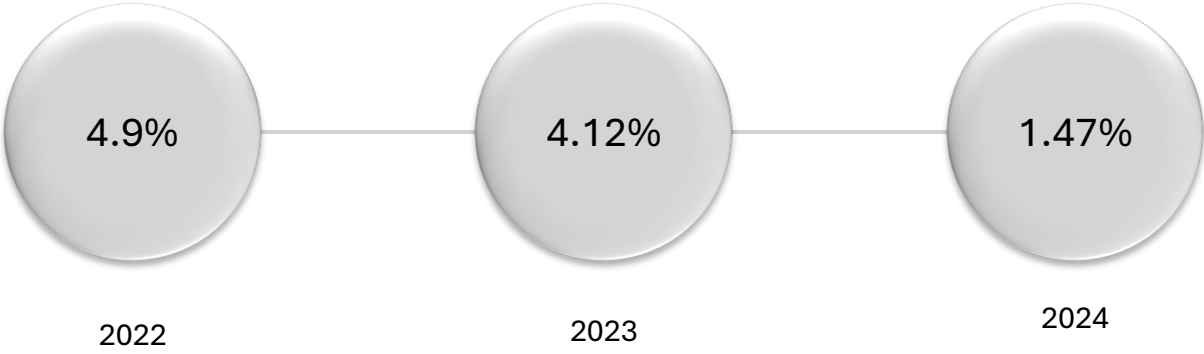
- Caring
- Can-Do
- Inspiring
- Outstanding
- Growing



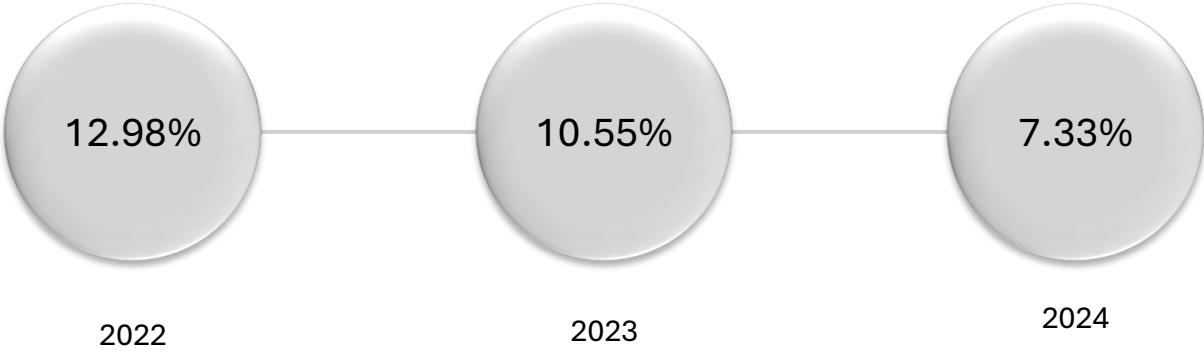
2024 Snapshot date of 5th April

In 2024 we were pleased to see that both our median gender pay gap, and the mean gender pay gap has improved year on year with the median gender pay gap of 1.47% being better than the UK average of 7% (Source: Office of National Statistics).

Median Gender Pay Gap



Mean Gender Pay Gap

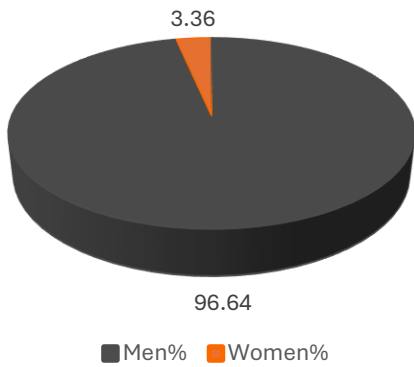


Bonus Pay Gaps

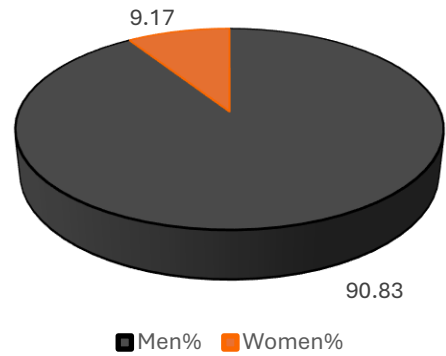
- Bonus Median Pay Gap; - 25.98%
- Bonus Mean Pay Gap; - 42.86%

Proportion of men & women in each pay quartile

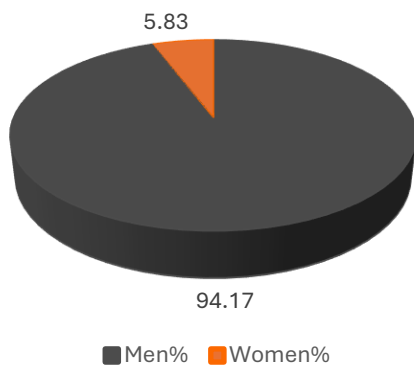
Upper Quartile



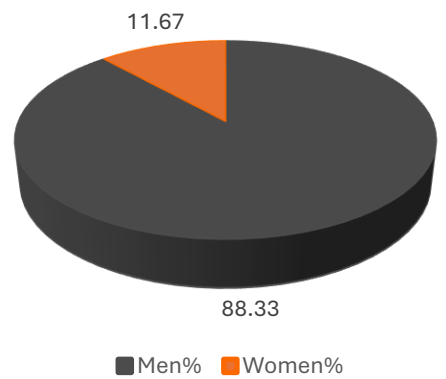
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Proportion of Men & Women receiving a bonus payment



Understanding the Gender pay gap compared to last year

In 2024, the Company is reporting a 2.65% decrease in median gender pay gap compared to 2023, and a 3.22% decrease in our mean gender pay gap for the same period.

On the snapshot date of 5th April 2024, 39% of employees (a total of 188) were on 'leave'. 179 of these were on Annual Leave due mostly to the Easter bank holiday falling on 1st April 2024 and 9 and were receiving less than full pay, due to the partners either being in receipt of statutory payments or not in receipt of pay for other absences. They were included for calculation purposes for the average (mean) gender pay gap using hourly pay, the median gender pay gap using hourly pay and the percentage of men and women in each hourly pay quarter.

What our data shows us

- There have been some changes to the proportion of men and women in each pay quartile in comparison with 2023, with the percentage of women decreasing across all quartiles. The overall headcount figures reduced by 63 partners (43 men and 20 women) since 2023, which has meant the proportion of women in the upper quartile has reduced by 1.08%, upper middle by 4.16%, lower middle by 2.99% and lower by 3.04%.
- The significant under-representation of women in the engineering and foundry sectors at all levels within the UK continues to affect our gender pay gap statistics.
- Occupational segregation - the inequality in the distribution of women and men across different occupational categories which often commences in their educational choices – comprises a significant cause of our gender pay gap.

- There remain relatively few females in senior leadership roles, and this is reflected in the proportion of men and women.
- The percentage of bonuses paid across the business increased for both men and women. The percentage of men receiving a bonus was 2.22% (up from 0.62% in 2023), and the percentage of women receiving a bonus was 2.7% (up from 1.79% in 2023).
- Gender Pay Gap reporting is distinct from equal pay, which relates to what men and women are paid for performing equal work. Grainger and Worrall Limited is confident that its gender pay gap is not related to an equal pay issue.

How we are tackling our Gender Pay Gap

Recruitment and Selection

- We continue to tackle occupational segregation (the inequality in the distribution of women and men across different occupational categories) at a local level by partnering with local schools and colleges, along with universities that provide engineering degrees relevant to our requirements, to promote career opportunities in the engineering and foundry sectors as a future career for women.
- We are continuing to pursue family friendly policies, to encourage applications from women and to improve retention of our existing female partners.
- We recently outsourced all our recruitment, both internal and external to a specialised recruitment agency. All job vacancies are benchmarked against the wider job market for us to attract the best and most suitable candidates, regardless of gender. All applicants are screened in a uniform manner to ensure fairness and consistency across the business.
- We use structured interviews in the recruitment process undertaken and where appropriate use skill-based assessments to ensure objectivity.

Learning and Development

All our employees have the same access to learning and development opportunities, so ensuring women are given fair and equal opportunity to progress. Through our appraisal process, we develop a career plan for employees irrespective of gender.

Recently, we appointed a Head of Learning and Development. Her focus is on assisting partners on understanding their opportunities within the business, regardless of gender, and providing the relevant tools and resources required to build on their knowledge, skills and development.

